

## **Helena V. González-Gómez, PhD**

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NATIONALITIES: Colombian and French

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**RESEARCH KEYWORDS:** Emotions, Impostor Phenomenon, Inequality/particularism in HR

**TEACHING KEYWORDS:** Creativity, Organizational Behavior, Leadership, Human Resources

### **EDUCATION**

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**PH.D., 2011 – IE BUSINESS SCHOOL, MADRID, SPAIN**

Management – Major: Organizational Behavior.

**M.SC., 1999 – LOS ANDES UNIVERSITY, BOGOTA, COLOMBIA**

Industrial Engineering. – Major: Operations Management – Minor: Organizational Behavior.

**B.SC., 1997 – JAVERIANA UNIVERSITY, BOGOTA, COLOMBIA**

Industrial Engineering.

### **PUBLICATIONS AND RESEARCH WORK**

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#### **PUBLICATIONS**

(Forthcoming). **González-Gómez, H. V.**, Hudson, S. & Rychalski, A. When suppression is good and reappraisal is not: The boiling point of anger in a service encounter. *Recherche et Applications en Marketing*.

(Forthcoming) Kakarika, M., Taghavi, S., & **González-Gómez, H. V.** Don't shoot the messenger? A morality- and gender-based model of reactions to negative workplace gossip. *Journal of Business Ethics*.

(Forthcoming) **González-Gómez, H. V.**, & Hudson, S. Employee Frustration with Information Systems: Appraisals and Resources. *European Management Journal*.

(2022). Hudson, S., **González-Gómez, H. V.**, & Claasen, C. Societal inequality, corruption and relation-based inequality in organizations. *Journal of Business Ethics*.

(2021). Hudson, S. & **González-Gómez, H. V.** Can impostors thrive at work? The impostor phenomenon's role in work and career outcomes. *Journal of Vocational Behavior*.

(2021). **González-Gómez, H. V.**, Hudson, S. & Rychalski, A. The psychology of frustration: Appraisals, outcomes, and service recovery. *Psychology and Marketing*.

(2019) Hudson, S., **González-Gómez, H.V.**, & Claasen, C. Legitimacy, particularism and employee commitment and justice. *Journal of Business Ethics*.

(2017). Hudson, S., **González-Gómez, H. V.**, & Rychalski, A. Managing customer emotions in the call center experience. *Journal of Business Strategy*.

(2017). Kakarika, M., **González-Gómez, H. V.**, & Dimitriades, Z. That wasn't our deal: A psychological contract perspective on employee responses to bullying. *Journal of Vocational Behavior*.

(2015). **González-Gómez, H. V.**, & Richter, A. Turning shame into creativity: The importance of exposure to creative team environments. *Organizational Behavior and Human Decision Processes*.

### MANUSCRIPTS IN EDITORIAL PROCESS

(Under Review at *Personnel Psychology*). Sex and social networks [title changed to protect blind review process]. With Quintane, E., & Brashears, M.

### WORK IN PROGRESS

(Status: Final writing up) Automated decisions, emotions, and employee outcomes. With Hudson, S. [To be submitted in November, 2023].

(Status: Data analysis). Gossip motives at work. With Kakarika, M., & Taghavi, S.

(Status: Data analysis). Consumer emotions in tech-mediated environments. With Hudson, S., & Rychalski, A.

(Status: Data analysis). Gratitude and constructive deviance. With Harrison, J., & Halinski, M.

(Status: Data collection in process). Relation-based inequality and the impostor syndrome. With Claasen, C., & Hudson, S.

(Status: Data collection in process). Gender, morality, and the impostor syndrome. With Taghavi, S., & Hudson, S.

(Status: Data collection in process). Silences in pitches. With Kakarika, M., Vasiljevic, D., & Biniari, M.

(Status: Study design). Moral evaluations and affect. With Mandalaki, E. & Taghavi, S.

### TEACHING EXPERIENCE

School and Dates	Courses taught	Level
<b>NEOMA Business School</b> Campus Rouen, France Sep. 2014–Current	<ul style="list-style-type: none"> <li>• Leadership Seminar</li> <li>• Human Resource Management</li> <li>• Management Analysis</li> <li>• Managing Individuals and Teams: An Experiential Approach.</li> </ul>	Bachelor, Grande École, Masters, MBA, PhD <i>I have developed all courses</i> <i>I have taught</i>

School and Dates	Courses taught	Level
	<ul style="list-style-type: none"> <li>Psychology &amp; Organizational Behavior</li> <li>Organizational Behavior</li> <li>Research Methods I</li> </ul> <p>Class size: Between 4 and 55 students</p>	I have coordinated virtually all courses taught, with teams of professors of between 2 and 50 groups in 3 campuses.
<b>Rennes School of Business, France</b> Rennes, France Sep. 2012–Aug. 2014	<ul style="list-style-type: none"> <li>Human Resource Management</li> <li>Organizational Behavior</li> </ul>	Bachelor, Grande École, Masters
<b>IE Business School, Spain</b> Madrid, Spain Sep–Oct. 2011	<ul style="list-style-type: none"> <li>Entrepreneurship and Venture Capital Seminar (Teaching Assistant)</li> </ul>	MBA
Summer Schools		
<b>Summer School Los Andes University (EIV)</b> Bogota, Colombia Summers of 2020, 2016, and 2015	<ul style="list-style-type: none"> <li>Creativity at Work (online and Face-to-Face)</li> </ul>	International Bachelor, Masters, MBA, executive education <i>Chosen by students as part of the group “Best Professors” in the MBA program, 2016</i>
<b>Summer School La Sabana University</b> Bogota, Colombia Summer 2014	<ul style="list-style-type: none"> <li>Intercultural Business</li> </ul>	International Bachelor

## PROJECT COORDINATION AND COMMUNITY SERVICES

**2023–Current, Associate Editor**  
 Career Development International

**2018–2023, Research Seminars**  
 NEOMA Business School

Goal: Discuss ongoing research projects at all stages.  
Structure: Research workshop including external guest speakers. I co-organize this workshop on a monthly basis.  
Participants: Faculty and PhD students

**2018–2023, Research Committee, department representative** (elected by vote).  
 NEOMA Business School

**2019–2021, Research in the Rough**  
 NEOMA Business School

Goal: Facilitate exchange and discussions across departments, and foster interdisciplinary research.  
Structure: Research workshop including guest speakers, organization of round tables, and discussion of

collaborative projects. I co-organize this workshop 2 times per year.

Participants: All Faculty at the school is invited.

**2017–2021, 2023–current, Recruitment Team, department coordinator.**

NEOMA Business School

**2017–2018, Head of Department, People and Organisations.**

NEOMA Business School

This included tasks such as developing the teaching plan for each professor in the department, voicing professors' ideas and concerns to the top management, participating in the decision-making process of faculty-related decisions at the school level, making the link with administrative areas, and managing conflicts.

## GRANTS

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- 2008–2011** Member of the Research Project (SEJ2007-65202) “Predicting Effective Intergroup Relations: A Social Network Perspective” sponsored by *the Spanish Ministry of Science and Innovation*.
- 2006–2010** PhD Scholarship, *IE Business School*, Madrid-Spain.
- 2004–2005** Fundación Carolina Scholarship, *Fundación de Estudios Financieros*, Madrid, Spain.
- 1997–1999** Enterprise-University Scholarship (Universidad-Empresa), *Los Andes University*, Bogota, Colombia.

## SELECTED CONFERENCES AND PRESENTATIONS (last 5 years)

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Harrison, J., **González-Gómez, H.**, & Halinski, M. (2023). When work engagement promotes constructive deviance: The role of trait gratitude. EGOS Conference.

Kakarika, M., Taghavi, S., & **González-Gómez, H.** (2022). Psst! Did you hear? A gender perspective on perceptual and behavioral reactions to receiving gossip at work. Academy of Management Conference.

Brashears, M., Quintane, E., & **González-Gómez, H.** (2022). Sex, Networks and Structural Holes: Recall and Usage. Sunbelt Conference and Academy of Management Conference.

Kakarika, M., Taghavi, S., & **González-Gómez, H.** (2021). Psst! Did you hear? A gender perspective on perceptual and behavioral reactions to receiving gossip at work. Academy of Management Conference. Online.

Brashears, M., Quintane, E., & **González-Gómez, H.** (2021). Gender and networks: Network perception, network usage and risk aversion. Academy of Management Conference. Online.

**González-Gómez, H.**, Hudson, S., & Rychalski, A. (2019). The psychology of frustration: Appraisal theory, satisfaction and loyalty. Academy of Marketing Conference, London, 2019. Awarded as “*Best Paper In Track*”.

## **SUPERVISION OF MSc, DBA AND PHD STUDENTS**

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**2023-Current**, PhD, Dhruv SINGH. Identity challenges and AI.

**2018**, DBA, Jiunn-Gang Yao, Exploring Strategic Consensus as an Antecedent to Employee Creative Intention in Start-Ups in China: A Social Exchange Theory Approach

**2012-2023**, more than 35 MSc students supervised

## **ACADEMIC EXPERIENCE**

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**2018–Present, Associate Professor**, NEOMA Business School, France

**2014–2018, Assistant Professor**, NEOMA Business School, France

**2012–2014, Assistant Professor**, Rennes School of Business, France

## **MANAGERIAL AND INDUSTRY EXPERIENCE**

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**2017–2018, Head of Department – People and Organisations**, NEOMA Business School, France: Total colleagues in the department: 22 OB and HRM professors.

**2001–2004, Senior Analyst – Operations**, Colombian Banks and Financial Entities Association (Asobancaria), Colombia.

**1997–2001, Analyst – Corporate Banking**, Santander Bank, Colombia

**1996, Trainee – Marketing**, S.C. Johnson & Son Colombiana S.A., Colombia

## **AD-HOC REVIEWER**

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Applied Psychology: An International Review  
Creativity Research Journal  
Journal of Applied Psychology  
Journal of Business Ethics

Journal of Management Studies  
Organizational Behavior and Human Decision Processes  
Social Psychology Quarterly

## **ADDITIONAL SKILLS**

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**Statistical Software:** SPSS, HLM, Mplus || R is a work in progress.

**Languages:** Spanish – Mother tongue  
English – Working proficiency  
French – Working proficiency  
Japanese – Beginner